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The Leadership Academy Developer

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State Senator Steve Stoll, a former social studies teacher, shares how professional development affects the teaching profession, at the Show Me Professional Development Conference. He serves on the Senate Education Committee and also is a commissioner for the Education Commission of States. He is seeking the Democratic United States House of Representatives nomination.

Pictured (from left) Kent King, Missouri commissioner of education; Richard Rice, president of the Missouri Staff Development Council (MSDC), Senator Stoll, and Julie Blaine, president-elect of MSDC.

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Department of Elementary and Secondary Education



Professional Development Celebrates

By Doug Miller, coordinator of Professional Development, Department of Elementary and Secondary Education



Seeing all the believers at the lake in March during our eighth annual Professional Development Conference, caused me to reflect on the many accomplishments we have all collectively achieved. The year 2003 will go down in the history of professional development in Missouri as one of our finest hours.

We have so much to celebrate and be thankful for. The Commissioner's Award for Outstanding Professional Development Rubric is the first and finest in the nation. The Staff Development Leadership Council (SDLC) and Missouri Staff Development Council (MSDC), combined efforts to educate legislators about the adverse effects of HB402. This bill would have reduced local professional development funding in half. Thanks to the passion of many, this bill was defeated.

Missouri is one of only three states that have professional development guidelines. The National Council of State Legislators (NCSL) has produced a new set of policy recommendations for professional development, thanks to Missouri leadership. Our own Senator Stoll helped lead this effort along with the Staff Development Leadership Council. We have the largest state affiliate of the National Staff Development Council. This year's eighth annual Professional Development Conference drew over 1000 participants. Missouri has not only received millions from the Gates Foundation for Technology Leadership Development, but has also received millions from the DeWitt Wallace Foundation for Leadership Development. This is all in thanks to the initiatives of the outstanding and dedicated Leadership Academy Staff. Only Missouri has a system of professional development that empowers teachers to take charge of self-directed learning to improve schools, and at the same time provide the state with funding to regionalize high quality services.

One would think we have a lot to "toot our horn" about, but we must realize the continuing struggle we all face in our journey for high quality professional learning. Inexperienced legislators, new teachers, board members and other public entities have to be convinced of the importance of sustaining high quality professional development. Many still see us as the ornament

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Vision Statement

The Leadership Academy will collaboratively create world-class school leaders for student success.

Missouri Department of Elementary and Secondary Education

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Urban Education
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Mission Statement

The Leadership Academy will positively impact student performance by inspiring and developing highly effective school leaders.



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and not the engine of reform. Our challenge is to sustain the journey for continued improvement through high quality professional development.

From time to time in my personal struggle, I look at the pictures of children pasted upon the walls of my office and reflect. Many of these pictures are pictures that you have sent to me. They are our children, grandchildren, and our future. Without your contributions and dedication to the journey of sustained self and system improvement, they will be shortchanged.

Thanks for listening.



Heroes create circumstances;
circumstances create heroes.
Chinese Proverb



Judy English (right), Assistant Director of the Leadership Academy, accepts the MSDC's Vision Award for Professional Development from Julie Blaine, President-Elect MSDC.


Judy English receives Lifetime Vision Award

In March, Judy English received MSDC's Vision Award at the Show Me Development Conference. The award is for significant contributions to staff development throughout an entire career.

Judy has dedicated her entire life to education and professional development. From the beginning, she was responsive to the professional development needs of beginning principals through her work with Missouri Association of Elementary School Principals.

Over the years, Judy has worked on a variety of projects including the *Women's Network*, the *Durham Project*, *Satellite Academy*, *Professional Development Series*, the *Harvard Project*, *Advanced Academy*, *Data Management* and the *School Portfolio Project*. The School Portfolio Project alone has impacted 25% of Missouri's schools and children.

For over 30 years, Judy has been a major advocacy force for staff development. She currently serves on the Staff Development Leadership Council (SDLC), where she recently co-authored the *Commissioner's Award of Excellence for Professional Development*. Over the

years, she has provided modeling, encouragement, inspiration and learning for hundreds of Missouri Educators. 

Nancy Clemens Named Staff Developer of the Year at the Show Me Professional Development Conference

By Richard Rice, director of staff development, North Kansas City School District and past-MSDC president

For more than twenty years, I have worked with Nancy Clemens and can think of no one that is more deserving of this award. During this period, I had the opportunity to see her teach, use her leadership skills in a variety of settings and witness incredible growth as an educator. She has a passion for staff development that is contagious. There are several reasons why I believe Nancy is deserving of this award: her leadership experience, her involvement in staff development at the local, state and national levels and her individual accomplishments that provide evidence that she truly embraces the National Staff Development Council Standards.

From the beginning of her teaching career, Nancy has always been a teacher leader. During her tenure at Oak Park High School,

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Richard Rice and Nancy Clemens

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Nancy wore a variety of hats and received well-deserved recognition for her leadership in the building.

During the past five years, I have worked with Nancy on our district staff development team. As her immediate supervisor, I know that Nancy is a tireless worker, committed to adult learning and a gifted facilitator. At the district level, Nancy is a staff development facilitator. In this role, she works with ten schools on an ongoing basis. She provides assistance to building principals as they develop their school improvement plans and matching staff development activities.

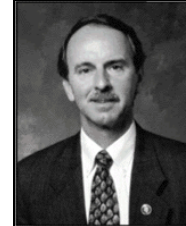
She is a member of the MSDC Board of Governors and co-chair of the program committee for the Show Me Conference.

The last area I would like to

share about Nancy is how she embraces the NSDC standards in her work. Nancy's work with Critical Friends coaches in our district is a perfect example of the three context standards. Under her leadership, critical friend groups have grown to more than 25 groups with approximately 300 teachers participating. Process standards are practiced by Nancy on a daily bases. As a facilitator, she works with principals and teachers in school improvement planning and designing staff development activities. Finally, Nancy's work is about helping teachers create safe learning environments, assisting new teachers to improve instructional skills and increasing family involvement through an emphasis on school culture.

Nancy is very deserving of this award because of her leadership experience, involvement in staff

development at the district, state and national level and her commitment to high quality staff development.



Missouri Legislative Update

by State Senator Steve Stoll

As of the middle of March some legislators are searching for ways to cut the budget to make up the approximate \$1 billion deficit for FY2004. Little attention is being directed toward finding new sources of revenue to prevent deep cuts in essential programs. The funding level of teacher professional development programs at the state and local levels are being looked at for potential cuts. Most legislators have little understanding of the importance of good professional development for teachers and how it can improve student achievement.

Teachers and administrators need to explain the importance of professional development to legislators. If the current one percent which is designated for professional development is eroded, I fear it will never be restored.





Legislative Information: Just a Mouse Click Away

Educators can stay informed about legislative issues by accessing the Missouri Legislature Web page which is very extensive and offers daily updated information at <http://www.moga.state.mo.us/>. From this site, there are links into the Missouri House and Missouri Senate's Web pages.

To determine one's senator or representative, there is a legislative look up at http://www.senate.state.mo.us/zipcode/leg_lookup.

To learn who serves on what MO House committee, check at this Web link at <http://www.house.state.mo.us/default.asp?link=committees> and the Missouri Senate Web link to committees is <http://www.senate.state.mo.us/03info/com-info.htm>.

Committee hearings can be tracked at <http://www.house.state.mo.us/bills03/hearings.htm> and <http://www.senate.state.mo.us/03info/hrings.htm>.

Missouri Senate or House bills may be tracked at the Web link <http://www.house.state.mo.us/jointsearch.asp>.

To learn the house floor

schedule, go to the Web link at <http://www.house.state.mo.us/info/schedule.htm>. The house calendar of events is <http://www.house.state.mo.us/bills03/dates03.htm>. The senate calendar of events is <http://www.senate.state.mo.us/schedule-2003.htm>.

When the legislature is debating during a session, there is even a Web link to listen to the debates. The link is <http://www.senate.state.mo.us/debate.htm>.

A variety of topics affecting educators have or will be dealt with this legislative session, including professional development and teacher certification. Legislators appreciate hearing from constituents in their districts. It is important for educators to share their opinions through an e-mail or a handwritten note.



Upcoming Workshops Announced

Please check out Web site at <http://www.dese.state.mo.us/divteachqual/leadership/> for updates on our future programming.

Successful Strategies for Grant Writing is a workshop scheduled for June 17 at the

Governor Office Building in Jefferson City. The presenter is Marcia Bush Haskins. This is an excellent opportunity for participants to learn writing techniques and identify grant sources.

New dates for Performance Based Teacher Evaluations, The Principal's Role (PBTE) have also been announced. Participants will have an opportunity to register for one of three workshops: July 10, August 7, and September 4. Participants will learn about the legal basis for PBTE, standards-driven evaluation, differentiated supervision, observation, data collection and documentation, conferencing, and formative and summative evaluations.

The Teacher's Role in the PBTE Process is a new training being developed to better prepare all teachers and staff especially beginning teachers and their mentors for the PBTE process.

Also in the works are more two-day workshops on Frameworks for Understanding Poverty and Learning Structures. These classes may be used as prerequisites for the Train the Trainer Workshop November 3-6, 2003.





Calendar of Events

<u>Date</u>	<u>Topic</u>	<u>Presenter</u>	<u>Location</u>
June 9-10	Divergent Ideas, Compatible People: Developing Data-Driven Dialogue Capacities in Schools	Laura Lipton and Bruce Wellman	Columbia
June 17	Strategies for Successful Grant Writing	Marcia Bush Haskin	Jefferson City
June 19-21	Satellite Academy Graduation	LA Staff and Others	Lake of the Ozarks
July 10	PBTE, The Principal's Role	Gary Manford	Jefferson City
July 17-19	Satellite Academy Kickoff	LA Staff and Others	Lake of the Ozarks
August 7	PBTE, The Principal's Role	Gary Manford	Jefferson City
August 19 and 20	A Framework for Understanding Poverty and Learning Structures	Sue Nelle DeHart	Jefferson City
September 3	The Teacher's Role in PBTE	Gary Manford	Jefferson City
September 4	PBTE, The Principal's Role	Gary Manford	Jefferson City
September 16 and 17	A Framework for Understanding Poverty and Learning Structures	Freta Parkes	Columbia
September 26	The Teacher's Role in PBTE	Gary Manford	Jefferson City
September 30 and October 1, 2003	A Framework for Understanding Poverty and Learning Structures	Kim D. Ellis	Columbia
October 16-19	Outdoor Leadership Experience Satellite Academy	LA Staff and Others	Lake of the Ozarks
January 25-27, 2004	Winter Statewide Meeting	LA Staff and Others	Lake of the Ozarks
June 10-12, 2004	Graduation Statewide Meeting Satellite Academy	La Staff and Others	Lake of the Ozarks